

Date

Cedric Floyd
School Board President
Jefferson Parish Public School System
501 Manhattan Boulevard
Harvey, LA 70058-4495

Re: Ethics Board Docket No. 2015-1007

Dear Mr. Floyd:

The Louisiana Board of Ethics, at its January 15, 2016 meeting, considered your request for approval of a disqualification plan regarding the employment of immediate family members of Isaac Joseph, Superintendent of the Jefferson Parish Public School System, within the Jefferson Parish Public School System. You provided information that Mr. Joseph's daughter, Tiffany Rene Joseph, is employed as a teacher; Mr. Joseph's wife, Faith Morris Joseph, is employed as a principal; and Mr. Joseph's sister-in-law, Donna Joseph, is employed as the acting Chief of Human Resources. You stated that the Jefferson Parish School Board adopted a disqualification plan at its September 2, 2015 meeting indicating that the Jefferson Parish School Board will contract with three retired educators who have the experience and qualifications to interview and make recommendations to the Jefferson Parish School Board regarding all personnel matters of currently employed immediate family members of Superintendent Isaac Joseph and immediate family members who apply for any position within the Jefferson Parish Public School System.

In connection with the employment of immediate family members of Isaac Joseph, Superintendent of the Jefferson Parish Public School System, you have submitted a disqualification plan on behalf of the Jefferson Parish Public School System and Isaac Joseph. Under the proposed plan, any potential violations of La. R.S. 42:1112 will be eliminated if immediate family members of Superintendent Isaac Joseph have a personnel matter pending before the school board. Violations of La. R.S. 42:1119 may still occur if the Jefferson Parish School Board hires immediate family members of the superintendent who do not meet an exception found within La. R.S. 42:1119 allowing their employment. An advisory opinion should be sought if immediate family members of Isaac Joseph seek employment within the Jefferson Parish Public School System.

The Board concluded, and instructed me to inform you, that the Board approves the disqualification plan submitted on behalf of the Jefferson Parish Public School System and Isaac Joseph, by virtue of which the Jefferson Parish School Board will contract with three retired educators who have the experience and qualifications to interview and make a recommendation to the Jefferson Parish School Board regarding personnel matters of currently employed immediate family members of Superintendent Isaac Joseph and immediate family members who have applied for any position within the Jefferson Parish Public School System. **La. R.S. 42:1112B(1)** provides that no public servant shall participate in a transaction involving the governmental entity in which, to his actual knowledge, any member of his immediate family has a substantial economic interest. **La. R.S. 42:1112(C)** allows a disqualification plan to be developed in accordance with rules adopted by the Board to remove a public servant from participating in transactions that would otherwise present violations of Section 1112 of the Code.

This advisory opinion is based solely on the facts as set forth herein. Changes to the facts as presented may result in a different application of the provisions of the Code of Governmental Ethics. The Board issues no opinion as to past conduct or as to laws other than the Code of Governmental Ethics. If you have any questions, please contact me at (800) 842-6630 or (225) 219-5600.

Sincerely,

LOUISIANA BOARD OF ETHICS

Jennifer T. Land
For the Board